



**JANET B. MATTS, LLC**  
...enhancing what matters to you

## **Selecting An Internal Coach: Coach Selection Considerations**

- Does the coach have a developed, trusting relationship with the client based on previous successes?
- Does the coach have the capability and personal presence to work at this management level? Will the coach's insights and suggestions be credible with the client?
- Does the coach have a specific coaching process and adult development expertise, beyond the training/consulting role?
- Does the coach have a depth of knowledge in the area the client wants to address?
- Is the coach sufficiently removed from the details of the situation in order to stand back and look at it in new ways?
- Will the coach be privy to information through this relationship that would compromise him/her, the client, or anyone else? Is there a conflict of interest?
- Will the coaching conversations negatively affect the coach's ability to be objective in his/her role?
- Will the coach be able to hold the confidences of the client and still be authentic in relationships with colleagues, boss, and co-workers? Where will confidential information be stored?
- Will the client see the coach as pushing an "agenda" that is not the client's own? If the client has a "hidden" agenda, will the coach be able to challenge that in a neutral way?
- Can the coach be patient when required to allow the client to come to his/her own conclusions without giving the answer?
- Will the coach have opportunities to observe the client's approach and behavior in a variety of settings? Will the coach be able to give the client constructive feedback following observations when he/she sees gaps in the client's "say/do" behavior?
- If the coaching is not successful, will the coach or client be at a disadvantage in the performance of their ongoing roles?
- Is the work of the coach focused on coaching, not consulting?